WPPDC – Regional Workforce Development Conversation  
April 10, 2017  
1:00 – 5:00 PM  
Virginia Museum of Natural History  
Notes and Themes  

Attendees:  
Upwards of 35 community leaders attended the session. Members from business and industry, health advocacy, education, economic development, funding entities, service organizations, and planning were well represented and engaged in the presentations and discussions.  

Informational Presentations:  
From workforce to opioids, the experts provided information about the make-up, opportunities, resources, and challenges of the region’s workforce and the impacts on economic and community development these have. PowerPoint presentations will be shared with attendees and posted on the WPPDC website.  

Panel Discussions:  
Seven community leaders served on the panel to respond to questions, ideas, and concerns regarding the workforce needs and assets in the region. The facilitator captured responses on the below photographed flipchart pages. Questions ranged from general to specific and included the following:
1) Share what you believe are the top 3 required hard and soft skills and/or supports necessary for a productive ready to hire workforce for local industries and businesses in this region. And if you wish, what do you see as the barriers to these?

Top 3 Needs for Workforce

Critical Thinking
Collaboration
C C
Emotional Intelligence - grit/resilience
Career Intelligence - standards/recipes
Entrepreneurial thinking - affected transportation
Competent workforce
Job-specific - work experience, technical skills
Analytical problem solving
Dependability, motivated teamwork
Existing/Prospect Business - city, measure

Family engagements
Excuse driven workforce
Dependency issues
All things - ex. Grandfather dies, sick day is expanded
Insurmountable issues
Quit quick
Handed to serve - lost license, fines
Snow-balling

Denial, Age thing?

Be on time, dress code, read a maker, basic math

Love higher-end, but need ground level - excuse for be on time
Readiness issues - training time
2) What do you believe are the barriers to career readiness through participation in educational programming in this region? What could help?

Participation issue - asset? 
Resource map - laser beam 
focus on what we need.

Heavy lifting to achieve living wage link to charitable services

Economic Death Sentence w/out path out of assistance

Continued, regular dialogue - open to new private sector needs; investments to leverage resources available.

ED - looking at legacy skills; 
UD gaps - current/aging skill set, go back; rework, update.

Increase pipeline systems - historic good jobs: retool to improve/advance.

Always ready for new opportunities.

369 increase in opioid death in Police/co.

NC1 - star telehealth programs - mental health opportunities. Help ourselves to build workforce here. Many not in workforce (dislocated) for transition services.
3) How can school divisions and local employers work together to provide valuable learning opportunities, educational participation in available programming and internships for potential employees?

**Industry Involvement**

Training w/ CC Partnerships - grow programs Doesn’t solve systemic issues Share when students have barriers Reality check when employers here - stop the muddling - what work really looks like - careful about selling work

Connect to student goals Industry partners - whole entity involved. New industry looking at social/econ. issues - social determinants of health

**Holistic Involvement**

Harvest foundation teachers/students visited. HS students not looking long-term career goals.

Model - project-based learning - can be fired from team/ partner w/ local bus. Changing what we value - from test prep to skills for post grad

Private business investment - internships Industry support of content & spaces - commitment to hire. Open honest conversation about investment $"
NCRC involves many partners ranking important! Our region is the model—we are leader. HennCo.—all students take this Mentoring/Internships needed in high school, difficult to place. Want link to educational programming—On-line soft skill courses.

Beefed up NCRC—candidates interview better with it.

The College experience isn’t fit for everyone? Focus now on college and/or careers.

Parents not supporting/want college: want them close.

Vocational vs. College Programming—moving from this division.

Reinvigorating CTE—problem is funding.

Nobis—6th-8th grade support of time Must engage students to industry & create path for relationship.

Nurting cyber security and what’s next. Willing instructors—not competitive salary.
4) What priority activities/programs should GO Virginia! consider for funding and support in this region?

GO Virginia $$

New Career & Tech Ed Center - Franklin Co.
Support Computer Science - instructor
More representation in the field - women, minority groups
Technical training - all levels
Collaborative strategies with industry
to share teachers/staff (co-teaching)
Pair with certified teachers - teaching fellowships

SC - health science teaching system. Application process cumbersome - make it easier to adjunct.

Funding for work-based learning
Internships/CoT (Incentive $$) risk issues
Manufacturing/Healthcare/Corrections - all stopped
Quality of Life

Involvement of law enforcement

Involving younger people at the beginning around workforce goals

Incentive participation

Go Virginia links

Certifications

Asset Mapping-Services

Shifting Workforce Culture
Role of PDC

- Asset mapping
- Convening
  - share our workforce

I'll do something!
Not afraid to fail.
New information shared
  - walk away with products
  - access to resources
  - regional connections

Specific topic/resource
meeting (regularly) to convene
  - aggregate with partners